Modern Slavery and Human Trafficking Statement
Policy

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 31st March 2026.

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

Organisational Structure

We are a specialist provider of insulated construction and fire protection services within the Nuclear, Defence, Manufacturing, Warehousing and Data Centre sectors.

Cold Clad Limited was incorporated on 12th June 2007, to supply project management and construction services across the United Kingdom. The business employs in the region of 200 subcontractors and an average of 60 directly employed workers.

We have a global annual turnover in excess of £36 million.

Our Supply Chains

Our supply chains include: Material Suppliers, Plant Suppliers, Manufacturers, Subcontractors and external professional services. All supply chain members are liable to be audited periodically to ensure taxation and Modern Slavery compliance, and adherence to our policy.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free and we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

To assist in the reporting of concerns Cold Clad Ltd operates a Whistleblower policy that allows for the reporting of concerns without the fear of retribution.

Due Diligence for Modern Slavery and Human Trafficking

- As part of our initiative to identify and mitigate risk we have in place systems to:
- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.

- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.

Training

As a sign of our commitment, Cold Clad Ltd will ensure that our staff are trained to recognise the signs of Modern Slavery and Human Trafficking and how to report any concerns.

Supplier Adherence to Our Values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme.

- All suppliers must provide Modern Slavery and Human Trafficking policy and examples of adherence.
- All suppliers are audited to a minimum of once annually to ensure compliance.

The Cold Clad Ltd compliance team is led by Mr Jon Pitman (Business Founder), and the Directors of the business.

Signed: Dated: **06th January 2026**

Mr Jon Pitman **For the financial year 2025-2026**